

TRUSTEE ELECTIONS GUIDE NO. 1: NOMINATION PHASE

Dear Member

The Eskom Pension and Provident Fund (EPPF or the Fund) is governed by a Board consisting of fourteen (14) trustees. Seven of the trustees are appointed by Eskom Holdings SOC Limited (Eskom) as the principal participating employer in the Fund, and the other seven are elected by members and pensioners for a term of four years.

The term of office of the current Board expires on 31 May 2024. The process of electing Trustees to the new Board, whose term will commence on 1 June 2024, is now underway.

The Board election process will run between 7 August 2023 and 30 April 2024, whereafter a new Board will be finalised and ready to take office on 1 June 2024.

To understand the election process, the rules and procedures to be followed, and related deadlines, please read the information below and the upcoming *Election Guides*.

The election process is regulated by the Fund Rules, which prescribe that the seven elected member and pensioner trustees be allocated to the following categories:

- a. **Pensioners (including Deferred Pensioners)** elect two Board Members.
- b. Employees belonging to the **Non-Bargaining Unit**, elect two Board Members.
- c. Employees belonging to the **Bargaining Unit** represented by the three trade unions recognised by Eskom (NUM, NUMSA and Solidarity) elect three Board Members – one Board Member per trade union. The trade union Board Members, however, do not necessarily have to be members of the Fund.

To ensure a free and fair election, an independent body, KDBS Consulting (KDBS), will oversee the election process. Feel free to direct all your election-related queries to KDBS for the attention of:
Mr Thobile Thomas who is the Independent Electoral Officer.

- a. By calling **0800 128 452** (calls are free from a landline)
- b. By WhatsApp to **061 452 4499** (Call and WhatsApp times should be between 08:30 and 16:30 on weekdays only).
- c. By email to **eppfelection@kdb.co.za**
- d. By visiting the EPPF elections website at **www.eppfelection.co.za** to get more information about the elections.

Remember, the Board has the important responsibility of looking after your pension benefits and ensuring that the Fund is administered in an economically and administratively sound manner.

Taking part in the election is an opportunity for you to have a say in the management of the Fund.

Sincerely

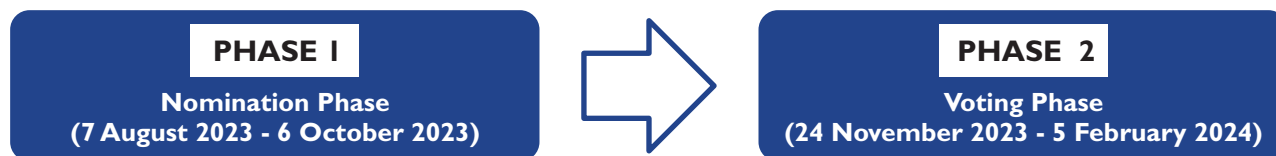
Shafeeq Abrahams
Chief Executive & Principal Officer

Invested in our
members



ELECTION PROCESS OVERVIEW

The election process is conducted in two phases: Nomination and Voting phases.



PHASE I: CANDIDATE NOMINATION

WHAT IS THE CANDIDATE NOMINATION PROCESS?

The Candidate Nomination Phase is an opportunity for the Fund members to nominate candidates to stand for election as Member Trustees. EPPF Fund members are categorised into three and each category follows its own process as detailed below.

Pensioners and Deferred Pensioners Member Process

Fund members who are classified as Pensioners or Deferred Pensioners elect **two Board Members**. Accordingly, Pensioners or Deferred Pensioners are entitled to nominate up to a **maximum of two** candidates to stand for election as Pensioner Trustees.

After undergoing fitness and propriety background checks, the **TOP TEN (10)** candidates who receive the most number of nominations will be confirmed as candidates, and placed on the ballot for voting by **Pensioners or Deferred Pensioners**.

Please note that Bargaining Unit and Non-Bargaining Unit members are NOT eligible to stand as candidates in the Pensioners and Deferred Pensioners category.

Bargaining Unit Members Nomination Process

Each of the three trade unions (NUM, NUMSA and Solidarity) representing the **Bargaining Unit members** elect **one Board Member per Trade Union**. For the purposes of the candidate nomination, however, each of the three trade unions is required to submit **three candidates who must be nominated by their Union's respective members** to stand as candidates for election as Bargaining Unit Trustees.

The process of deciding on the three names from each union will be conducted through each union's internal nomination processes. **Union members must, therefore, contact their shop stewards/union representatives to find out about the nomination process.**

After undergoing fitness and propriety background checks, the **THREE** names from each trade union will be confirmed as candidates and placed on the ballot for voting by **ALL** Bargaining Unit members.

Please note that Non-Bargaining Unit members and Pensioners or Deferred Pensioners are NOT eligible to stand as candidates in the Bargaining Unit category.

Non-Bargaining Unit Members Nomination Process

Fund members currently in service (not retired) who are **not part of the Bargaining Unit category** elect **two Board Members**. **Non-Bargaining members** are, therefore, entitled to nominate up to a **maximum of two** candidates to stand for election as Non-Bargaining Unit Trustees.

After undergoing fitness and propriety background checks, the **TOP SIX** candidates who receive the most number of nominations will be confirmed as candidates, and placed on the ballot for voting by Non-Bargaining Unit members.

Please note that Bargaining Unit members and Pensioners or Deferred Pensioners are NOT eligible to stand as candidates in the Non-Bargaining Unit category.

HOW DO I SUBMIT MY NOMINATION?

Members can submit nominations using any of the Nomination Channels listed below. To successfully submit nominations, members are required to possess a Nomination PIN, regardless of their membership category or chosen nomination channel. Every EPPF member has been issued with a unique 6-character long Nomination PIN. It is strongly advised that members keep their Nomination PINs secure and confidential. This measure has been implemented to enhance the security and integrity of the election process.

1. Online

This **method is recommended for members with email accounts (registered with EPPF)** and internet access. An email will be sent to members containing a unique hyperlink and nomination PIN. The link is personalised and cannot be transferred. As such, members are requested not to forward the link to anyone. An online nomination guide is available at www.eppfelection.co.za

2. USSD

This **method is ideal for members who do not have smartphones, have no connection to the internet or have no data.** To **activate the process**, you must dial ***134*7717*55#** on your phone as you would when calling someone, and then follow the prompts thereafter.

3. WhatsApp

This **method is ideal for members who have access to a smartphone as well as data that they can use.**

To activate:

- a. Use the link below and type "hello" to begin, **OR**
- b. Scan the **QR Code** provided and type "hello" to begin.



The link is <https://wa.me/27662837689>.

4. Postal

This **method is ideal for members who do not have email accounts or phone numbers registered with EPPF.** Members in this category have been sent nomination notices via the post office. Postal nominations must be addressed to the **Independent Electoral Officer, EPPF Trustee Elections:2023, Suite 305, Private Bag x 3, Northriding, 2169.**

Members in this category are also free to use any of the first three methods to nominate their candidates. However, they will first need to update their email or cell records on the EPPF database. A request for membership update must be made to the Independent Electoral Officer through the Election HelpDesk using the **toll-free Helpline number 0800 128 452, WhatsApp on 061 452 4499,** email to eppfelection@kdb.co.za or by visiting the elections website at www.eppfelection.co.za

5. Onsite at a Designated Election Site

EPPF members **who cannot use any of the four methods listed above** can visit any of the following designated sites to submit their nomination form. The locations are:

#	PROVINCE	SITE NAME	ADDRESS
1	Eastern Cape	East London	Sunilaws Office Park, Cnr Quenera Drive and Bonza Bay Road, Beacon Bay
2	Free State	Bloemfontein	120 Henry street, Bloemfontein
3	Gauteng	Megawatt Park	Maxwell Drive, Sunninghill, Sandton
4	Gauteng	Pretoria	Eskom Menlyn Office, Menlo Park, Pretoria East
5	Gauteng	EPPF Office Park	Isivuno House, EPPF Office Park, 24 Georgian Crescent, Bryanston East
6	KwaZulu-Natal	Durban	Ikhwezi Building, 25 Valley Road, New Germany
7	Limpopo	Polokwane	66 Hans van Rensburg Street, Polokwane
8	Mpumalanga	Emalahleni	Eskom Park, Visagie Street, Witbank
9	North West	Klerksdorp	22 Golden Avenue, Town Lands, Klerksdorp
10	Northern Cape	Kimberley	DCS Building, 2nd Floor, 64 Memorial Road, Monument Heights, Kimberley
11	Western Cape	Cape Town	Eskom Western Cape Regional Office, 60 Voortrekker Road, Bellville

WHAT ARE THE CANDIDATE NOMINATION REQUIREMENTS?

After the closure of nominations, each qualifying candidate will be required to indicate, in writing, their acceptance of nomination and to provide the following minimum information to the Independent Electoral Officer:

- a. A Candidate Nomination Acceptance Form
- b. A Background Check Consent and Indemnity Form
- c. A certified copy of their ID/Passport
- d. Certified copies of their highest qualifications

WHAT ARE THE CANDIDATE ELIGIBILITY CRITERIA?

Board Members carry an important responsibility of ensuring that the affairs of the Fund are managed in the best interest of Fund members. For this reason, Trustees must be people of integrity who are appropriately skilled and have the experience necessary to do their duties diligently.

The Fund Rules disqualify the following persons from standing as candidates for election as the Fund Board Members.

Any person who:

1. Is employed by the EPPF
2. Is a member of the Executive Committee of the Principal Employer or a member of its governing board
3. Has been or is found guilty of fraud, theft, forgery or uttering a forged document, perjury, any offence involving dishonesty, any offence in connection with any company or public office or with the promotion, formation or management of a company or any other criminal offence by a court of law or properly constituted inquiry
5. Has been or is declared unfit to hold office as a public official, director of companies or any other position of trust due to mental incapacity, criminal record or any other reason
6. Has been, was or is removed from office as a Board Member in terms of Section 3.7.4 of the Rules
7. Has served as a Board Member for two consecutive terms in terms of Section 3.5.2 of the Rules
8. Has been removed as, or refused to be allowed to become, or has been found unfit and proper to be approved for becoming a Board Member by the Financial Services Board
9. Has been or is dismissed from the service of any employer on account of misconduct and/or incapacity
10. Is disqualified from being a director in terms of an order under the Companies Act, 2008
11. Has previously been removed from office by the Financial Sector Conduct Authority (FSCA)
12. Fails to meet the level of skills and training as may be prescribed by the FSCA from time to time within the period specified in the Pension Fund Act No. 24 of 1956 (The ACT)

HOW WILL CANDIDATES BE SHORTLISTED?

All candidates will be subjected to fitness and propriety background checks. The checks will be conducted by the Independent Electoral Officer. When accepting their nomination, candidates will be required to complete and sign a Background Check Consent and Indemnity Form (Consent Form). **Failure to complete the Consent Form will result in the disqualification of the candidate's nomination.**

The list of shortlisted candidates will be made available to all members on the election website (www.eppfelection.co.za) or on request from the independent Electoral Officer after the nomination process has closed at **16:30 on 6 October 2023**. Any Fund member, including candidates, will have the opportunity to lodge objections against the list of shortlisted candidates. Grounds for such objections will be limited to:

- a. Candidate nominations that have not been submitted through the prescribed rules and procedures; or
- b. Candidates who do not meet the Candidate Eligibility Criteria set out in the Fund Rules and Electoral Policy.

To be considered, objections must be in writing, accompanied by verifiable evidence, and lodged with the Independent Electoral Officer within the specified time frame to be published with the Shortlisted Candidate List.

Upon completion of the background checks and consideration of the objections, candidates will, (before the Independent electoral Officer makes the final decision regarding the status of their candidature) be allowed an opportunity to clarify or rectify any adverse findings against their names. Thereafter, the Independent Electoral Officer will publish the Final Candidate List which will signify the completion of the Candidate Nomination Phase.

PHASE: VOTING (TRUSTEE ELECTIONS GUIDE NO. 2)

Once the nomination process has been completed, the names and photos of the successfully nominated candidates will be placed on the Members' ballot. This will signify the start of the Voting Phase. The full details on the voting rules and procedures will be carried out in the next Trustee Elections Guide No. 2.

FURTHER ENQUIRIES

All enquiries pertaining to the election should be directed to the attention of the Independent Electoral Officer at KDBS Consulting by:

Toll Free: 0800 128 452

WhatsApp: 061 452 4499

e-mail: eppfelection@kdb.co.za

Election Website: www.eppfelection.co.za

